Lesson 3

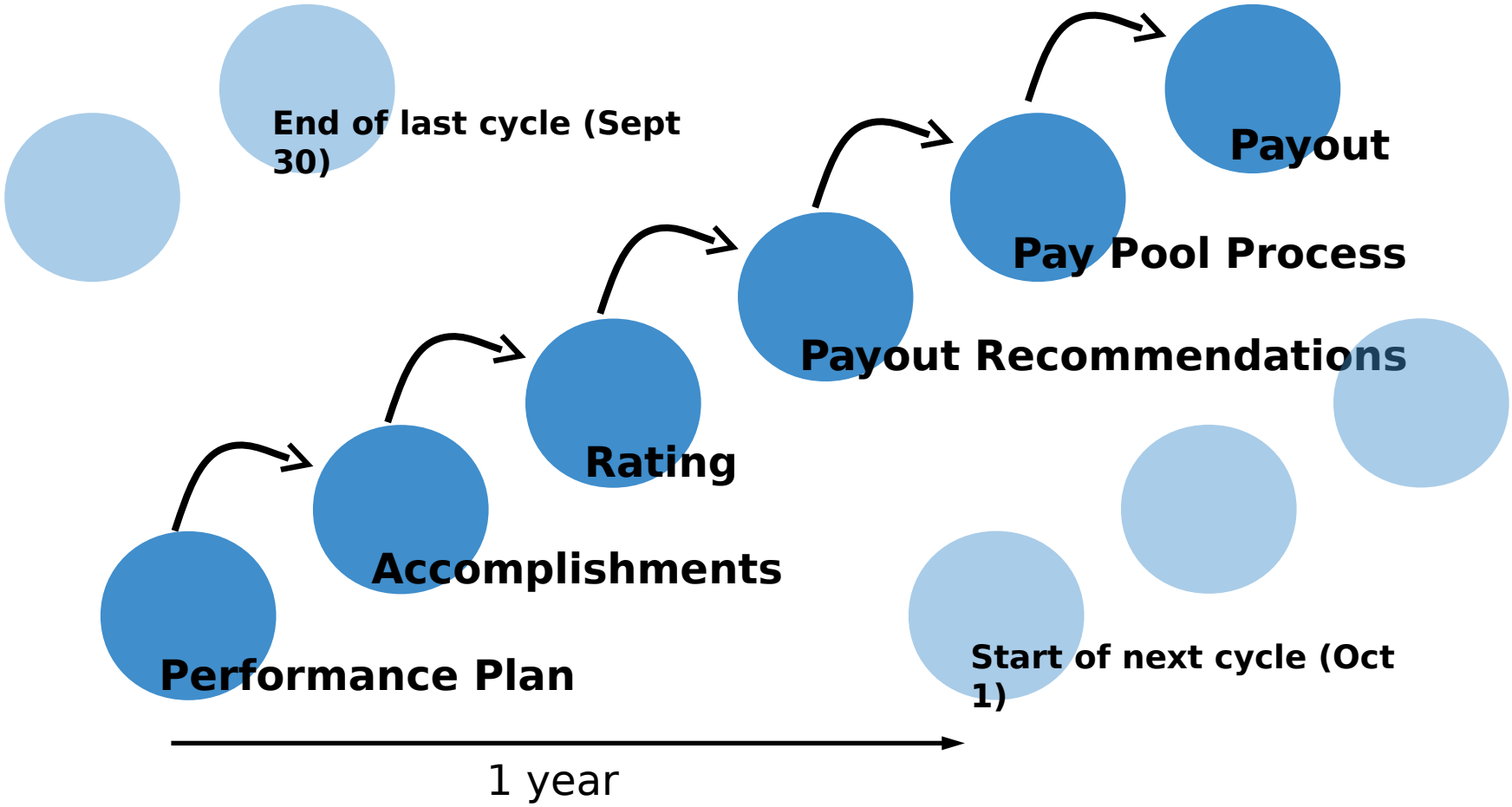
NSPS at a Glance

Lesson Objectives

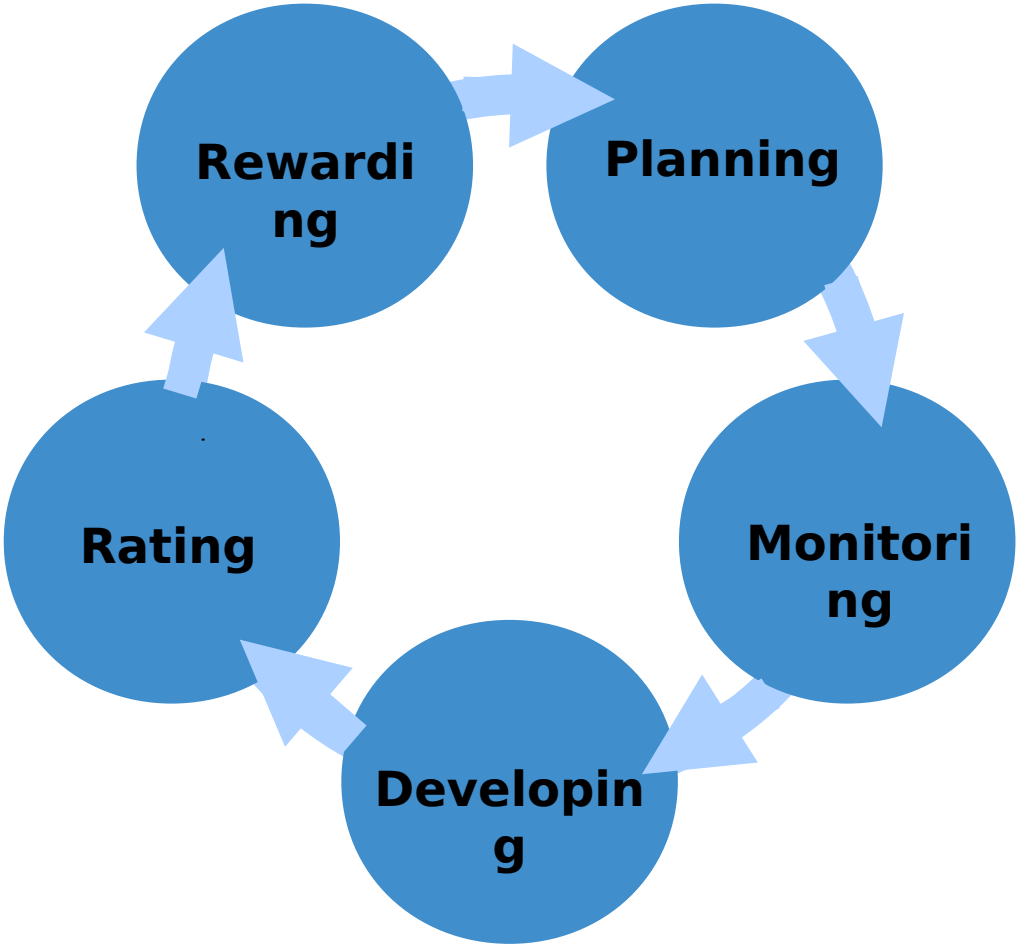
After completing this lesson you will be able to:

- Explain the NSPS pay-for-performance concepts.
- List the different stages in the performance management cycle.
- Identify components of the NSPS performance management system.

Pay

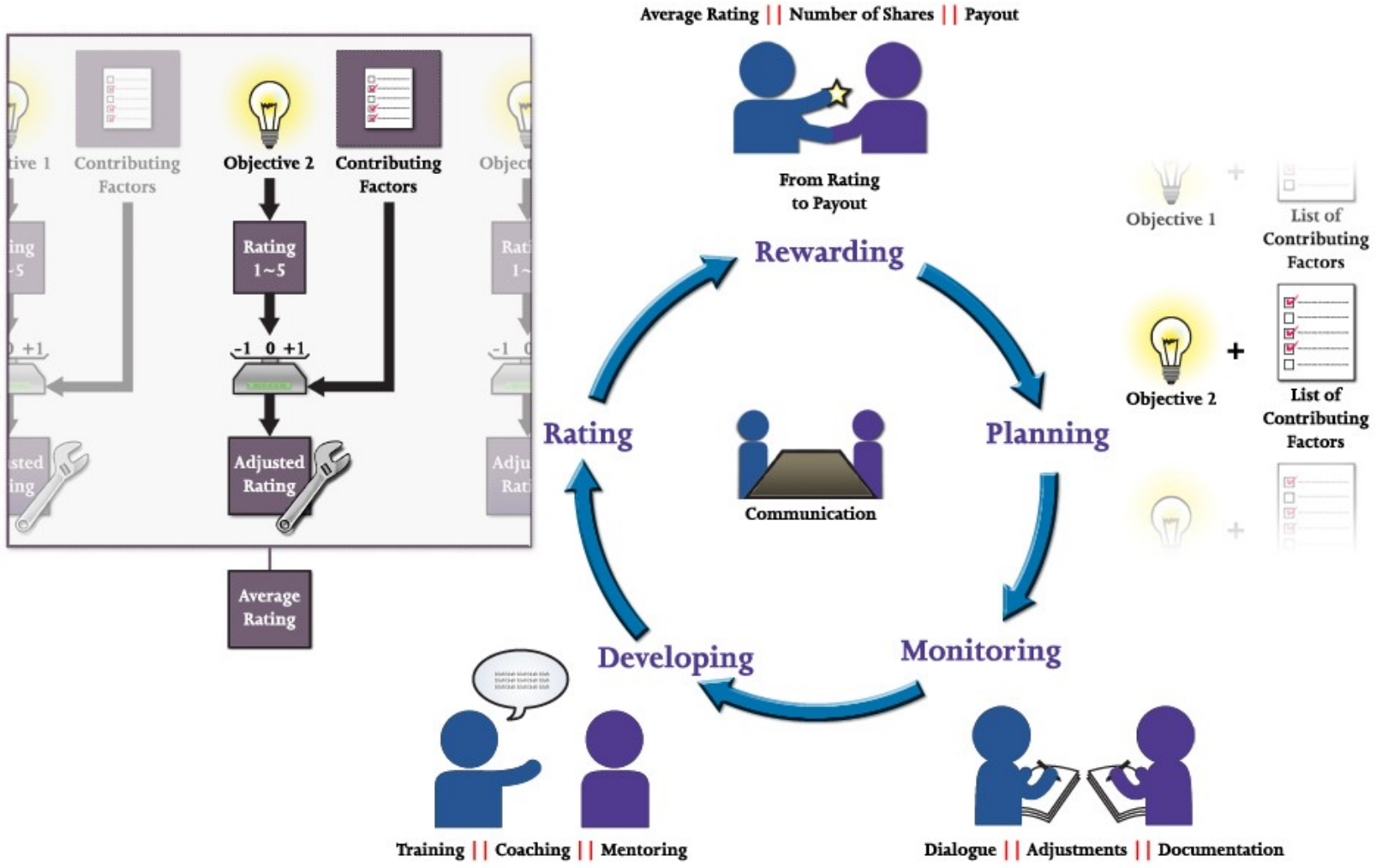

End of last cycle (Sept 30)
Performance Plan
Accomplishments
Rating
Payout Recommendations
Pay Pool Process
Payout
Start of next cycle (Oct 1)
1 year

Performance Management Cycle



Group Activity

Review


Contributing Factors
Objective 2
Contributing Factors
Rating 1~5
-1 0 +1
Adjusted Rating
Average Rating
Average Rating || Number of Shares || Payout
From Rating to Payout
Rewarding
Planning
Monitoring
Developing
Rating
Communication
Objective 1
List of Contributing Factors
Objective 2
List of Contributing Factors
Training || Coaching || Mentoring
Dialogue || Adjustments || Documentation

In Review

- Performance management drives performance in the organization.
- A salary-appropriate performance plan establishes and communicates expectations.
- Performance management is the ongoing responsibility of both the manager/supervisor and the employee.
- Pay-for-performance is an integral part of NSPS performance management.
- Good performance will be rewarded.